

Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Office of Surface Mining:OSM (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Number of Complaints Filed	6	3	5	4	4	1
Number of Complainants	5	3	5	4	4	1
Repeat Filers	1	0	0	0	0	0

Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	2	2	0	0	1	0
Color	0	0	0	0	0	0
Religion	0	0	0	0	0	0
Reprisal	5	0	2	3	1	1
Sex	4	3	1	2	2	0
PDA	0	0	1	0	0	0
National Origin	2	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Age	2	1	0	1	0	0
Disability	4	0	4	3	1	0
Genetics	0	0	0	0	0	0
Non-EEO	0	0	0	1	1	0
Complaints by Issue	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2016	2017	2018	2019	2020	
Appointment/Hire	0	0	0	0	0	0
Assignment of Duties	1	1	1	1	0	0
Awards	0	0	1	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	1	0	0	0	0	0
Suspension	0	0	0	0	0	0
Removal	0	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Perf. Eval./ Appraisal	2	0	0	1	2	0
Examination/Test	0	0	0	0	0	0
Harassment						
Non-Sexual	4	3	3	4	1	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	1	0	0	0	0	0
Promotion/Non-Selection	0	0	1	0	0	0
Reassignment						
Denied	0	0	0	0	0	0

Directed	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	1	1	0	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	0	0	0	1	0
Termination	0	0	1	0	1	0
Terms/Conditions of Employment	0	1	1	0	0	1
Time and Attendance	0	0	0	0	0	0
Training	1	0	0	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Complaints pending during fiscal year						
Average number of days in investigation	246.43	271.00	174.67	191.00	177.50	332.00
Average number of days in final action	54.00	2.25	9.00	42.00	0	0
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	204.80	0	180.00	0	208.00	332.00
Average number of days in final action	56.00	0	9.00	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation	350.50	0	172.00	191.00	147.00	0

Average number of days in final action	52.00	0	0	42.00	0	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
Total Complaints Dismissed by Agency	1	1	0	2	1	0
Average days pending prior to dismissal	81	241	0	67	189	0
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	0	0	3	0	1	0
Total Final Agency Actions Finding Discrimination	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
	# %	# %	# %	# %	# %	# %
Total Number Findings	0	3	0	0	0	0
Without Hearing	0 0	0 0	0 0	0 0	0 0	0 0
With Hearing	0 0	3 100	0 0	0 0	0 0	0 0
Findings of Discrimination Rendered by Basis	Comparative Data					
	Previous Fiscal Year Data					2021Thru12-31
	2016	2017	2018	2019	2020	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	# %	# %	# %	# %	# %	# %
Total Number Findings	0	3	0	0	0	0
Race	0 0	1 33	0 0	0 0	0 0	0 0
Color	0 0	0 0	0 0	0 0	0 0	0 0
Religion	0 0	0 0	0 0	0 0	0 0	0 0
Reprisal	0 0	2 67	0 0	0 0	0 0	0 0
Sex	0 0	2 67	0 0	0 0	0 0	0 0
PDA	0 0	0 0	0 0	0 0	0 0	0 0

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Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	0	0	0	0	0	0	0	0	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings of Discrimination Rendered by Issue	Comparative Data											
	Previous Fiscal Year Data										2021Thru12-31	
	2016		2017		2018		2019		2020			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		3		0		0		0		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	1	33	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												

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Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	1	33	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	1	33	0	0	0	0	0	0	0	0
Time and Attendance	0	0	2	67	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		0		0	

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Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data											
	Previous Fiscal Year Data					2021Thru12-31						
	2016	2017	2018	2019	2020							
Total complaints from previous Fiscal Years	6	5	0	1	1	3						
Total Complainants	5	4	0	1	1	3						
Number complaints pending												
Investigation	0	0	0	0	0	1						
ROI issued, pending Complainant's action	0	0	0	0	0	0						
Hearing	6	5	0	1	1	2						
Final Agency Action	0	0	0	0	0	0						
Appeal with EEOC Office of Federal Operations	3	3	4	1	0	0						
Complaint Investigations	Comparative Data											
	Previous Fiscal Year Data					2021Thru12-31						
	2016	2017	2018	2019	2020							
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0						